

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		130 999	142 828	158 267	236 732	238 707	237 497	211 464	224 443	238 389
Pension and UIF Contributions		14 836	13 481	14 955	32 293	34 518	32 863	25 698	27 371	29 136
Medical Aid Contributions		3 355	3 232	3 669	8 445	8 799	8 288	5 694	6 078	6 477
Motor Vehicle Allowance		35 734	32 681	36 451	52 482	51 856	50 061	62 228	66 512	70 866
Cellphone Allowance		6 286	8 891	9 030	11 812	11 803	11 606	14 920	15 975	17 024
Housing Allowances		403	560	466	1 166	1 541	1 504	960	1 029	1 101
Other benefits and allowances		9 271	11 676	11 881	9 403	11 740	10 586	10 711	11 365	12 259
Sub Total - Councillors		200 883	213 349	234 719	352 333	358 964	352 405	331 677	352 773	375 252
% increase	4		6.2%	10.0%	50.1%	1.9%	(1.8%)	(5.9%)	6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		59 896	76 411	89 153	91 930	95 066	90 573	107 417	112 107	119 590
Pension and UIF Contributions		6 312	7 901	7 424	9 206	8 931	8 500	12 158	17 927	21 903
Medical Aid Contributions		734	1 089	1 903	2 466	2 676	2 426	3 063	3 078	3 289
Overtime					30	50	50	30	32	34
Performance Bonus		1 007	925	1 672	5 189	4 754	4 022	7 223	7 051	7 544
Motor Vehicle Allowance		9 475	7 480	7 510	13 086	12 332	11 504	18 667	19 179	20 598
Cellphone Allowance		158	117	135	380	352	329	877	860	924
Housing Allowances		37	1 139	1 097	979	994	994	1 535	1 635	1 748
Other benefits and allowances		1 120	6 879	6 647	1 924	2 666	2 653	3 339	3 577	3 823
Payments in lieu of leave		144	1 280	1 266	246	246	246	279	297	315
Long service awards		889	90	90						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		79 772	103 310	116 897	125 437	128 066	121 296	154 586	165 743	179 768
% increase	4		29.5%	13.2%	7.3%	2.1%	(5.3%)	27.4%	7.2%	8.5%
Other Municipal Staff										
Basic Salaries and Wages		1 506 852	1 526 749	1 597 237	2 136 390	2 186 079	2 198 991	2 759 989	2 965 587	3 171 164
Pension and UIF Contributions		238 398	248 881	248 327	340 898	366 224	368 694	477 895	509 495	546 062
Medical Aid Contributions		115 615	108 230	109 541	170 462	174 862	182 975	229 000	246 687	264 359
Overtime		143 172	157 988	152 261	159 500	164 930	169 096	245 951	264 632	283 740
Performance Bonus		60 573	61 152	69 202	83 544	84 347	86 768	85 159	91 478	97 134
Motor Vehicle Allowance		83 754	84 051	85 002	107 960	114 742	117 660	177 660	191 456	205 096
Cellphone Allowance		2 422	3 880	3 865	6 684	6 853	7 188	13 038	13 947	14 987
Housing Allowances		11 980	9 354	9 334	15 759	16 923	18 025	29 663	31 896	34 222
Other benefits and allowances		96 020	53 753	60 284	104 716	100 354	103 691	170 161	181 941	196 132
Payments in lieu of leave		18 854	21 260	23 983	26 921	24 605	25 156	40 051	43 562	46 256
Long service awards		5 261	6 461	8 459	5 022	4 968	5 022	18 323	19 632	20 849
Post-retirement benefit obligations		8 241	13 025	13 218	14 299	11 672	12 189	21 636	23 175	24 785
Sub Total - Other Municipal Staff		2 291 142	2 294 784	2 380 711	3 172 155	3 256 559	3 295 456	4 268 527	4 583 485	4 904 784
% increase	4		0.2%	3.7%	33.2%	2.7%	1.2%	29.5%	7.4%	7.0%
Total Parent Municipality		2 571 798	2 611 444	2 732 328	3 649 924	3 743 589	3 769 157	4 754 790	5 102 002	5 459 805
% increase	4		1.5%	4.6%	33.6%	2.6%	0.7%	26.1%	7.3%	7.0%
Board Members of Entities										
Basic Salaries and Wages								(0)		
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								(0)		
% increase	4								(100.0%)	
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								(0)		
TOTAL SALARY, ALLOWANCES & BENEFITS		2 240 466	2 252 492	2 332 069	3 222 752	3 300 347	3 299 763	4 285 396	4 599 383	4 927 028
% increase	4		0.5%	3.5%	38.2%	2.4%		29.9%	7.3%	7.1%
TOTAL MANAGERS AND STAFF	5	2 055 132	2 055 436	2 114 701	2 890 094	2 961 059	2 968 397	3 974 758	4 268 910	4 575 415

Mpumalanga: Albert Luthuli(MP301) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 672	7 801	8 302	9 333	8 366	8 366	9 898	10 492	11 122
Pension and UIF Contributions		1 317	1 109	1 135	1 598	1 598	1 598	1 710	1 813	1 921
Medical Aid Contributions			247	287	216	216	216	231	245	259
Motor Vehicle Allowance		2 958	3 063	3 266	4 157	4 157	4 157	3 266	3 462	3 670
Cellphone Allowance		637	1 021	1 021	1 055	1 055	1 055	1 023	1 084	1 149
Housing Allowances										
Other benefits and allowances			110	101						
Sub Total - Councillors		12 584	13 350	14 112	16 358	15 391	15 391	16 128	17 096	18 121
% increase	4		6.1%	5.7%	15.9%	(5.9%)		4.8%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 467	4 705	5 795	4 454	4 454	4 454	4 765	5 051	5 354
Pension and UIF Contributions		480	751	765	1 379	1 379	1 379	1 475	1 564	1 657
Medical Aid Contributions		145		320	298	298	298	319	338	358
Overtime										
Performance Bonus										
Motor Vehicle Allowance		685	683	687	985	985	985	1 054	1 117	1 184
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			51							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 778	6 190	7 567	7 115	7 115	7 115	7 613	8 069	8 554
% increase	4		(8.7%)	22.3%	(6.0%)			7.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 608	64 040	76 255	69 971	78 956	78 956	84 028	89 070	94 414
Pension and UIF Contributions		10 818	13 601	12 801	12 001	14 247	14 247	15 159	16 069	17 033
Medical Aid Contributions		3 869	5 530	5 030	3 416	4 505	4 505	6 320	6 699	7 101
Overtime		4 864	5 506	6 190	3 357	3 516	3 516	2 217	2 350	2 491
Performance Bonus										
Motor Vehicle Allowance		3 811	4 690	6 435	5 061	6 857	6 857	7 295	7 732	8 196
Cellphone Allowance										
Housing Allowances		671	720	796	625	1 139	1 139	1 212	1 285	1 362
Other benefits and allowances		16 306	1 200	1 251	3 024	1 383	1 383	1 472	1 560	1 654
Payments in lieu of leave		1 856	1 778	490	6 330	6 478	6 478	6 896	7 310	7 748
Long service awards										
Post-retirement benefit obligations		1 184	2 653	315						
Sub Total - Other Municipal Staff		95 987	99 719	109 564	103 784	117 080	117 080	124 599	132 075	140 000
% increase	4		3.9%	9.9%	(5.3%)	12.8%		6.4%	6.0%	6.0%
Total Parent Municipality		115 349	119 258	131 243	127 257	139 586	139 586	148 340	157 240	166 675
% increase	4		3.4%	10.0%	(3.0%)	9.7%		6.3%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		115 349	119 258	131 243	127 257	139 586	139 586	148 340	157 240	166 675
% increase	4		3.4%	10.0%	(3.0%)	9.7%		6.3%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	102 765	105 909	117 131	110 898	124 195	124 195	132 212	140 144	148 553

Mpumalanga: Msukaliqwa(MP302) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 241	9 957	10 701	11 498	11 498	11 498	12 105	12 855	13 652
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		503	771	928	896	896	896	986	1 047	1 112
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 744	10 728	11 628	12 394	12 394	12 394	13 090	13 902	14 764
% increase	4		10.1%	8.4%	6.6%			5.6%	6.2%	6.2%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 050	3 865	4 314	6 697	6 697	6 697	7 370	7 827	8 313
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 050	3 865	4 314	6 697	6 697	6 697	7 370	7 827	8 313
% increase	4		26.7%	11.6%	55.2%			10.1%	6.2%	6.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		75 917	81 152	88 505	95 662	95 662	95 662	103 853	110 292	117 130
Pension and UIF Contributions		15 478	16 781	17 833	19 282	19 282	19 282	19 444	20 649	21 929
Medical Aid Contributions		7 488	8 234	8 934	8 431	8 431	8 431	10 287	10 925	11 603
Overtime		11 700	13 373	13 017	12 942	12 942	12 942	12 421	13 192	14 009
Performance Bonus										
Motor Vehicle Allowance		3 992	4 261	5 187	3 921	3 921	3 921	5 764	6 122	6 501
Cellphone Allowance		65	60	67	71	71	71	63	67	71
Housing Allowances										
Other benefits and allowances		6 343	7 542	9 566	7 732	7 732	7 732	10 944	11 623	12 343
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		120 982	131 404	143 109	148 041	148 041	148 041	162 776	172 869	183 587
% increase	4		8.6%	8.9%	3.4%			10.0%	6.2%	6.2%
Total Parent Municipality		133 776	145 996	159 051	167 132	167 132	167 132	183 237	194 598	206 663
% increase	4		9.1%	8.9%	5.1%			9.6%	6.2%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		133 776	145 996	159 051	167 132	167 132	167 132	183 237	194 598	206 663
% increase	4		9.1%	8.9%	5.1%			9.6%	6.2%	6.2%
TOTAL MANAGERS AND STAFF	5	124 032	135 269	147 422	154 738	154 738	154 738	170 147	180 696	191 899

Mpumalanga: Mkhondo(MP303) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages			7 319	8 056	6 459	7 786	7 786	8 707	8 975	9 442
Pension and UIF Contributions			729	729	811	978	978	1 040	1 115	1 192
Medical Aid Contributions			170	170	142	172	172	172	184	197
Motor Vehicle Allowance					2 451	2 955	2 955	3 169	3 330	3 560
Cellphone Allowance			794	794	820	989	989	1 005	1 078	1 152
Housing Allowances			466	466	515	620	620	560	601	642
Other benefits and allowances			2 625	2 625						
Sub Total - Councillors			12 104	12 840	11 198	13 500	13 500	14 653	15 283	16 185
% increase	4			6.1%	(12.8%)	20.6%		8.5%	4.3%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			9 123	16 507	11 125	11 496	11 496	11 731	13 114	14 043
Pension and UIF Contributions			1 858	1 858	1 596	1 649	1 649	2 015	2 161	2 310
Medical Aid Contributions			435	435	650	671	671	741	794	849
Overtime										
Performance Bonus								965	1 034	1 106
Motor Vehicle Allowance					2 019	2 087	2 087	2 320	2 487	2 659
Cellphone Allowance			30	30						
Housing Allowances			1 015	1 015	838	866	866	1 285	1 377	1 472
Other benefits and allowances			5 821	5 821	1 600	1 653	1 653	3 043	3 263	3 488
Payments in lieu of leave			513	513						
Long service awards			90	90						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			18 885	26 269	17 829	18 422	18 422	22 100	24 230	25 926
% increase	4			39.1%	(32.1%)	3.3%		20.0%	9.6%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			53 241	60 813	72 453	74 864	74 864	76 583	84 106	90 209
Pension and UIF Contributions			10 365	10 365	12 174	12 579	12 579	14 327	15 358	16 618
Medical Aid Contributions			2 495	2 495	3 216	3 323	3 323	3 637	3 899	4 368
Overtime			6 194	6 194	3 568	3 686	3 686	5 543	5 942	6 441
Performance Bonus										
Motor Vehicle Allowance					448	463	463	745	799	854
Cellphone Allowance										
Housing Allowances					61	63	63	1 225	1 313	1 603
Other benefits and allowances			4 750	4 750	3 983	4 115	4 115	8 580	9 198	9 832
Payments in lieu of leave			1 411	1 411						
Long service awards			235	235						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			78 691	86 263	95 903	99 094	99 094	110 638	120 613	129 925
% increase	4			9.6%	11.2%	3.3%		11.7%	9.0%	7.7%
Total Parent Municipality			109 680	125 373	124 930	131 016	131 016	147 392	160 127	172 037
% increase	4			14.3%	(0.4%)	4.9%		12.5%	8.6%	7.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			109 680	125 373	124 930	131 016	131 016	147 392	160 127	172 037
% increase	4			14.3%	(0.4%)	4.9%		12.5%	8.6%	7.4%
TOTAL MANAGERS AND STAFF	5		97 576	112 532	113 732	117 516	117 516	132 739	144 844	155 852

Mpumalanga: Pixley Ka Seme (MP)(MP304) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 052	5 246	5 209	4 603	4 603	4 603	5 524	5 855	6 207
Pension and UIF Contributions		470	578	686	812	812	812	756	762	811
Medical Aid Contributions		219	206	425	156	156	156	173	183	193
Motor Vehicle Allowance		345	488	631	1 805	1 805	1 805	595	672	711
Cellphone Allowance					209	209	209	539	570	603
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 086	6 517	6 950	7 586	7 586	7 586	7 587	8 042	8 525
% increase	4		7.1%	6.6%	9.1%				6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 274	3 187	4 212	4 644	4 644	4 644	3 799	4 034	4 272
Pension and UIF Contributions		206	216	227	250	250	250	862	916	970
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		270	283	298	331	331	331	666	707	749
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 749	3 686	4 736	5 224	5 224	5 224	5 327	5 657	5 991
% increase	4		34.1%	28.5%	10.3%			2.0%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		37 388	38 206	53 799	50 231	51 031	51 031	51 031	53 949	57 737
Pension and UIF Contributions		8 685	10 170	10 785	10 799	10 799	10 799	10 799	11 557	12 354
Medical Aid Contributions		2 611	2 742	3 161	3 319	3 319	3 319	3 319	3 993	4 265
Overtime		3 612	2 985	3 787	3 726	3 726	3 726	2 642	3 053	3 264
Performance Bonus										
Motor Vehicle Allowance		1 839	1 840	1 932	1 520	1 520	1 520	1 520	2 343	2 502
Cellphone Allowance										
Housing Allowances		182	210	220	204	211	211	211	338	361
Other benefits and allowances		610		898	3 894	3 894	3 894	1 894	726	776
Payments in lieu of leave					373	373	373	373	1 051	1 123
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 928	56 152	74 581	74 065	74 872	74 872	71 789	77 011	82 381
% increase	4		2.2%	32.8%	(0.7%)	1.1%		(4.1%)	7.3%	7.0%
Total Parent Municipality		63 763	66 356	86 267	86 875	87 682	87 682	84 702	90 710	96 896
% increase	4		4.1%	30.0%	0.7%	0.9%		(3.4%)	7.1%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 763	66 356	86 267	86 875	87 682	87 682	84 702	90 710	96 896
% increase	4		4.1%	30.0%	0.7%	0.9%		(3.4%)	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	57 677	59 839	79 317	79 289	80 096	80 096	77 115	82 668	88 372

Mpumalanga: Lekwa(MP305) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		5 079	5 424	6 858				6 700	7 035	7 387
Pension and UIF Contributions		949	1 008	1 029				980	1 029	1 080
Medical Aid Contributions		313	323					240	252	265
Motor Vehicle Allowance		2 107	2 192	2 407				1 640	1 722	1 808
Cellphone Allowance		480	831	669				448	470	494
Housing Allowances										
Other benefits and allowances		439	205	173				85	89	94
Sub Total - Councillors		9 367	9 983	11 136				10 093	10 598	11 128
% increase	4		6.6%	11.5%	(100.0%)				5.0%	5.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 741	3 752	5 876				4 653	4 941	5 233
Pension and UIF Contributions		816		13				847	899	952
Medical Aid Contributions				162				250	266	281
Overtime										
Performance Bonus										
Motor Vehicle Allowance								160	170	180
Cellphone Allowance		107		60				14	15	16
Housing Allowances								105	112	118
Other benefits and allowances				49				109	116	122
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 664	3 752	6 160				6 138	6 518	6 903
% increase	4		2.4%	64.2%	(100.0%)				6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		72 469	70 918		85 717	87 110	85 717	85 418	95 656	101 299
Pension and UIF Contributions		13 972	15 135		16 045	15 793	16 045	16 069	17 965	19 024
Medical Aid Contributions		6 631	7 263		7 647	5 147	7 647	7 848	8 600	9 107
Overtime		13 993	15 903		12 898	10 681	12 898	13 611	14 455	15 308
Performance Bonus										
Motor Vehicle Allowance		3 586	3 208		3 600	2 745	3 600	3 688	4 087	4 328
Cellphone Allowance			737		731		731	822	888	940
Housing Allowances			362		777	726	777	779	939	994
Other benefits and allowances		2 892	3 848		5 910	2 356	5 910	6 165	6 663	7 056
Payments in lieu of leave					727	679	727	831	883	935
Long service awards		520	873		833	778	833	943	1 002	1 061
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		114 063	118 247		134 884	126 015	134 884	136 176	151 137	160 054
% increase	4		3.7%	(100.0%)		(6.6%)	7.0%	1.0%	11.0%	5.9%
Total Parent Municipality		127 094	131 982	17 296	134 884	126 015	134 884	152 407	168 253	178 085
% increase	4		3.8%	(86.9%)	679.9%	(6.6%)	7.0%	13.0%	10.4%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		127 094	131 982	17 296	134 884	126 015	134 884	152 407	168 253	178 085
% increase	4		3.8%	(86.9%)	679.9%	(6.6%)	7.0%	13.0%	10.4%	5.8%
TOTAL MANAGERS AND STAFF	5	117 727	121 999	6 160	134 884	126 015	134 884	142 314	157 655	166 957

Mpumalanga: Dipaleseng(MP306) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 497	3 497	3 672	3 874	4 129	4 129	4 129	4 336	4 336
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		199	199	250	264	278	278	278	292	292
Housing Allowances										
Other benefits and allowances		830	830	1 001	1 282	699	699	699	734	1 002
Sub Total - Councillors		4 525	4 525	4 923	5 419	5 107	5 107	5 107	5 362	5 630
% increase	4			8.8%	10.1%	(5.8%)			5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 010	4 770	5 094	5 331	5 331	5 331	5 707	6 049	6 412
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 010	4 770	5 094	5 331	5 331	5 331	5 707	6 049	6 412
% increase	4		372.4%	6.8%	4.7%			7.1%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 653	31 646	31 456	30 733	27 613	27 613	29 943	32 467	35 983
Pension and UIF Contributions		4 080	4 345	4 640	4 863	4 838	4 838	5 089	5 331	5 651
Medical Aid Contributions		1 016	1 082	1 155	1 467	1 467	1 467	1 535	1 609	1 705
Overtime		2 481	2 642	1 759	2 956	2 956	2 956	2 843	3 241	3 436
Performance Bonus										
Motor Vehicle Allowance		743	791	845	885	885	885	926	971	1 029
Cellphone Allowance										
Housing Allowances		59	63	67	70	50	50	73	77	81
Other benefits and allowances		863	1 025	1 095	1 147	1 147	1 147	1 200	1 258	1 333
Payments in lieu of leave		737	784	838	2 934	934	934	1 071	1 522	1 614
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 630	42 377	41 854	45 056	39 891	39 891	42 681	46 476	50 832
% increase	4		29.9%	(1.2%)	7.7%	(11.5%)		7.0%	8.9%	9.4%
Total Parent Municipality		38 165	51 673	51 871	55 806	50 329	50 329	53 495	57 888	62 875
% increase	4		35.4%	0.4%	7.6%	(9.8%)		6.3%	8.2%	8.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages								(0)		
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								(0)		
% increase	4								(100.0%)	
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								(0)		
TOTAL SALARY, ALLOWANCES & BENEFITS		38 165	51 673	51 871	55 806	50 329	50 329	53 495	57 888	62 875
% increase	4		35.4%	0.4%	7.6%	(9.8%)		6.3%	8.2%	8.6%
TOTAL MANAGERS AND STAFF	5	33 639	47 147	46 948	50 387	45 222	45 222	48 388	52 525	57 245

Mpumalanga: Govan Mbeki(MP307) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Appendix A: Governance (M1 307) - Table A42 Summary Councilor and Staff Benefits for 4th Quarter ended 30 June 2016										
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
<u>Councillors (Political Office Bearers plus Other)</u>	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
% increase	4		4.8%	6.5%	13.4%		6.9%		6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		235 133	255 787	283 393	314 683	328 903	348 227	348 227	372 798	395 166
Pension and UIF Contributions		4 317	4 765	5 366	5 402	5 609	5 967	5 967	6 362	6 744
Medical Aid Contributions		16 418	19 205	22 237	29 186	29 429	31 430	31 430	33 357	35 358
Overtime		18 951	20 953	19 848	10 498	12 699	12 849	12 849	14 393	15 257
Performance Bonus		13 453	14 298	19 370	17 814	18 578	19 667	19 667	21 058	22 321
Motor Vehicle Allowance		13 773	15 667	16 156	14 601	14 894	15 767	15 767	16 881	17 894
Cellphone Allowance		94	100	112	129	130	139	139	147	156
Housing Allowances		13	11	6	7	6	7	7	7	8
Other benefits and allowances										
Payments in lieu of leave		4 862	1 433	3 287	4 798	4 496	4 964	4 964	5 315	5 634
Long service awards		3 546	3 275	3 142						
Post-retirement benefit obligations		5 221	7 164	9 991	10 380	8 823	9 340	9 340	10 001	10 601
Sub Total - Other Municipal Staff		315 782	342 659	382 907	407 497	423 566	448 356	448 356	480 318	509 138
% increase	4		8.5%	11.7%	6.4%	3.9%	5.9%		7.1%	6.0%
Total Parent Municipality		331 332	358 951	400 259	427 172	443 241	469 394	469 394	502 619	532 776
% increase	4		8.3%	11.5%	6.7%	3.8%	5.9%		7.1%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Mpumalanga: Gert Sibande(DC30) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages				6 553	8 772	7 591	7 591	8 478	8 902	9 351
Pension and UIF Contributions				869	1 174	1 209	1 098	1 098	1 164	1 234
Medical Aid Contributions				163	240	206	206	188	200	212
Motor Vehicle Allowance				2 528	3 325	2 850	2 850	3 129	3 317	3 516
Cellphone Allowance				354	528	480	480	480	509	539
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors				10 469	14 039	12 336	12 225	13 374	14 091	14 852
% increase	4				34.1%	(12.1%)	(0.9%)	9.4%	5.4%	5.4%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 695	5 108	5 232	5 946	5 566	5 566	6 116	6 483	6 872
Pension and UIF Contributions		554	745	756	752	620	620	626	663	703
Medical Aid Contributions					183	188	188	169	179	190
Overtime										
Performance Bonus		254	53		721	721	721	721	764	810
Motor Vehicle Allowance		764	972	756	1 085	1 085	1 085	1 035	1 097	1 163
Cellphone Allowance					90	90	90	90	95	101
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 267	6 877	6 743	8 776	8 269	8 269	8 756	9 281	9 838
% increase	4		30.6%	(1.9%)	30.1%	(5.8%)		5.9%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		43 675	50 834	55 404	65 178	65 316	65 316	76 921	81 536	86 428
Pension and UIF Contributions		6 493	10 109	11 125	15 191	14 813	14 813	17 358	18 399	19 503
Medical Aid Contributions		1 798	2 814	3 526	3 946	4 398	4 398	5 274	5 590	5 926
Overtime		147	922	1 353	1 117	1 361	1 361	1 462	1 550	1 643
Performance Bonus										
Motor Vehicle Allowance		4 106	7 620	8 195	8 637	9 986	9 986	10 389	11 013	11 673
Cellphone Allowance										
Housing Allowances		201	318	477	468	666	666	754	800	848
Other benefits and allowances		6	255	374	240	240	240	250	265	281
Payments in lieu of leave		4 252	3 686	7 989	7 531	7 253	7 253	8 124	8 611	9 128
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		60 678	76 558	88 443	102 308	104 033	104 033	120 532	127 764	135 429
% increase	4		26.2%	15.5%	15.7%	1.7%		15.9%	6.0%	6.0%
Total Parent Municipality		65 945	83 435	105 655	125 124	124 637	124 527	142 661	151 136	160 120
% increase	4		26.5%	26.6%	18.4%	(0.4%)	(0.1%)	14.6%	5.9%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		65 945	83 435	105 655	125 124	124 637	124 527	142 661	151 136	160 120
% increase	4		26.5%	26.6%	18.4%	(0.4%)	(0.1%)	14.6%	5.9%	5.9%
TOTAL MANAGERS AND STAFF	5	65 945	83 435	95 186	111 084	112 302	112 302	129 288	137 045	145 268

Mpumalanga: Victor Khanye(MP311) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 854	3 220	3 220	73 650	73 650	73 650	4 494	4 773	5 055
Pension and UIF Contributions		441	480	480	14 026	14 026	14 026			
Medical Aid Contributions		88	137	137	4 225	4 225	4 225			
Motor Vehicle Allowance		1 202	1 288	1 288	4 503	4 503	4 503	1 312	1 393	1 475
Cellphone Allowance		245	313	313	446	446	446	378	402	425
Housing Allowances										
Other benefits and allowances								65	69	73
Sub Total - Councillors		4 829	5 438	5 438	96 850	96 850	96 850	6 249	6 637	7 028
% increase	4		12.6%		1680.9%			(93.5%)	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 671	3 749	3 749	5 696	5 696	5 696	6 095	6 473	6 855
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					465	465	465	476	505	535
Motor Vehicle Allowance		533	630	630						
Cellphone Allowance										
Housing Allowances			60	60						
Other benefits and allowances										
Payments in lieu of leave			560	560						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 204	4 999	4 999	6 161	6 161	6 161	6 571	6 978	7 390
% increase	4		56.0%		23.2%			6.7%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		66 346	68 848	78 570	94 704	94 520	94 520	93 673	100 417	106 342
Pension and UIF Contributions		322	7 243	7 532	1 736	1 736	1 736	15 799	16 937	17 936
Medical Aid Contributions		2 503	3 137	3 604	4 225	4 225	4 225	4 412	4 730	5 009
Overtime		3 747	4 696	5 436	6 247	6 247	6 247	4 732	5 073	5 372
Performance Bonus		2 072	3 424	3 802	4 991	4 991	4 991	377	404	428
Motor Vehicle Allowance		5 709	6 375	7 258	6 571	6 571	6 571	4 923	5 277	5 589
Cellphone Allowance										
Housing Allowances		536	468	433	151	151	151	692	742	786
Other benefits and allowances								6 009	6 441	6 821
Payments in lieu of leave										
Long service awards		695	512	577	500	500	500	5 958	6 387	6 764
Post-retirement benefit obligations		1 651	1 124	2 670						
Sub Total - Other Municipal Staff		83 581	95 828	109 882	119 125	118 941	118 941	136 576	146 409	155 047
% increase	4		14.7%	14.7%	8.4%	(0.2%)		14.8%	7.2%	5.9%
Total Parent Municipality		91 615	106 265	120 319	222 135	221 951	221 951	149 396	160 024	169 465
% increase	4		16.0%	13.2%	84.6%	(0.1%)		(32.7%)	7.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		91 615	106 265	120 319	222 135	221 951	221 951	149 396	160 024	169 465
% increase	4		16.0%	13.2%	84.6%	(0.1%)		(32.7%)	7.1%	5.9%
TOTAL MANAGERS AND STAFF	5	86 785	100 827	114 881	125 286	125 102	125 102	143 146	153 387	162 437

Mpumalanga: Emalahleni (Mp)(MP312) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 648			13 053	13 053	13 053	16 017	17 619	19 381
Pension and UIF Contributions		1 461			1 790	1 790	1 790	2 392	2 632	2 895
Medical Aid Contributions		475			581	581	581	711	783	861
Motor Vehicle Allowance		4 052			4 963	4 963	4 963	6 293	6 922	7 615
Cellphone Allowance		894			1 096	1 096	1 096	1 496	1 646	1 810
Housing Allowances		325			390	390	390	120	132	145
Other benefits and allowances										
Sub Total - Councillors		17 855			21 873	21 873	21 873	27 030	29 733	32 707
% increase	4		(100.0%)					23.6%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 979			6 100	6 100	6 100	7 305	8 036	8 839
Pension and UIF Contributions		925			1 133	1 133	1 133	1 254	1 379	1 517
Medical Aid Contributions		139			170	170	170	243	268	294
Overtime										
Performance Bonus								543	597	657
Motor Vehicle Allowance		882			1 081	1 081	1 081	4 561	5 017	5 518
Cellphone Allowance								157	173	190
Housing Allowances		10			12	12	12	34	38	41
Other benefits and allowances		143			175	175	175	27	29	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 077			8 670	8 670	8 670	14 124	15 536	17 090
% increase	4		(100.0%)					62.9%	10.0%	10.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		231 618			283 742	283 742	283 742	362 449	398 694	438 564
Pension and UIF Contributions		51 939			63 627	63 627	63 627	81 533	89 686	98 654
Medical Aid Contributions		29 940			36 677	36 677	36 677	43 317	47 649	52 413
Overtime		12 680			15 534	15 534	15 534	47 924	52 716	57 988
Performance Bonus										
Motor Vehicle Allowance		8 299			10 166	10 166	10 166	35 285	38 814	42 695
Cellphone Allowance		502			615	615	615	1 964	2 160	2 376
Housing Allowances		3 100			3 797	3 797	3 797	3 430	3 773	4 150
Other benefits and allowances		21 878			26 802	26 802	26 802	60 533	66 586	73 245
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		359 955			440 960	440 960	440 960	636 434	700 078	770 085
% increase	4		(100.0%)					44.3%	10.0%	10.0%
Total Parent Municipality		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
TOTAL MANAGERS AND STAFF	5	367 032			449 630	449 630	449 630	650 558	715 614	787 175

Mpumalanga: Steve Tshwete(MP313) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		9 629	10 753	11 393	12 292	12 292	12 292	13 114	13 271	14 213
Pension and UIF Contributions		576	754	651	770	770	770	828	895	954
Medical Aid Contributions		170	422	448	493	493	493	530	572	610
Motor Vehicle Allowance		3 476	3 749	4 009	4 518	4 518	4 518	4 857	5 246	5 592
Cellphone Allowance		761	1 411	1 393	1 625	1 525	1 525	1 747	1 886	2 011
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 613	17 088	17 894	19 698	19 598	19 598	21 076	21 870	23 379
% increase	4		16.9%	4.7%	10.1%	(0.5%)		7.5%	3.8%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 643	4 961	4 328	6 281	6 281	6 281	6 528	6 985	7 474
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				701	998	998	998	1 009	1 085	1 172
Motor Vehicle Allowance		504	810	676	980	980	980	681	732	791
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 147	5 771	5 705	8 259	8 259	8 259	8 218	8 802	9 436
% increase	4		39.2%	(1.1%)	44.8%			(0.5%)	7.1%	7.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		200 047	197 457	206 526	242 841	242 841	242 841	260 150	280 225	299 887
Pension and UIF Contributions		29 061	35 827	38 434	45 131	45 131	45 131	47 395	50 710	54 474
Medical Aid Contributions		11 970	14 784	16 491	19 054	19 054	19 054	20 600	22 223	23 712
Overtime		37 617	47 943	56 312	58 680	58 680	58 680	63 087	67 516	71 915
Performance Bonus					3 372	3 372	3 372	860	1 080	1 128
Motor Vehicle Allowance										
Cellphone Allowance		300	503	526	669	669	669	704	758	806
Housing Allowances		1 647	1 565	1 647	1 834	1 834	1 834	4 753	5 050	5 363
Other benefits and allowances		4 283	4 867	5 208	5 822	5 822	5 822	6 351	6 868	7 409
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		284 924	302 945	325 143	377 403	377 403	377 403	403 899	434 431	464 694
% increase	4		6.3%	7.3%	16.1%			7.0%	7.6%	7.0%
Total Parent Municipality		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	289 071	308 717	330 847	385 662	385 662	385 662	412 117	443 233	474 130

Mpumalanga: Emakhazeni(MP314) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 826	2 915		3 329	3 329		3 502	3 713	3 935
Pension and UIF Contributions		393	670		496	496		525	557	590
Medical Aid Contributions		189			290	290		308	326	346
Motor Vehicle Allowance		1 099	902		900	900		954	1 012	1 072
Cellphone Allowance			261		389	389		389	437	463
Housing Allowances			64		37	37		39	42	44
Other benefits and allowances								25	28	30
Sub Total - Councillors		4 507	4 812		5 442	5 442		5 743	6 114	6 481
% increase	4		6.8%	(100.0%)			(100.0%)		6.5%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 759	1 829		3 095	3 095		2 885		
Pension and UIF Contributions		324	436		693	693		736		
Medical Aid Contributions		119			235	235		184		
Overtime										
Performance Bonus					652	652		631		
Motor Vehicle Allowance		569	450		750	750		811		
Cellphone Allowance			17		9	9		76		
Housing Allowances								9		
Other benefits and allowances								1		
Payments in lieu of leave			207							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 771	2 939		5 434	5 434		5 332		
% increase	4		6.1%	(100.0%)			(100.0%)		(100.0%)	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 976	35 403		45 056	43 432	46 527	46 242	51 658	54 744
Pension and UIF Contributions		6 845	7 164		9 996	9 335	10 028	9 705	11 068	11 732
Medical Aid Contributions		2 098	2 452		3 204	2 896	3 131	3 125	3 551	3 782
Overtime		3 080	2 526		3 650	3 523	3 523	3 629	3 847	4 078
Performance Bonus		2 356	2 651		3 646	3 449	4 101	3 646	4 533	4 805
Motor Vehicle Allowance		4 145	4 210		4 298	3 887	4 637	4 577	5 711	6 054
Cellphone Allowance			186		174	171	180	326	204	217
Housing Allowances		48	49		36	713	713	692	743	787
Other benefits and allowances		5 834	477		2 712	4 401	4 401	4 674	4 968	5 279
Payments in lieu of leave										
Long service awards		500	576		673	673	673	717	763	813
Post-retirement benefit obligations			1 865		3 621	2 551	2 551	2 517	2 693	2 981
Sub Total - Other Municipal Staff		55 882	57 560		77 067	75 031	80 465	79 850	89 739	95 272
% increase	4		3.0%	(100.0%)		(2.6%)	7.2%	(0.8%)	12.4%	6.2%
Total Parent Municipality		63 160	65 311		87 942	85 906	80 465	90 925	95 853	101 753
% increase	4		3.4%	(100.0%)		(2.3%)	(6.3%)	13.0%	5.4%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 160	65 311		87 942	85 906	80 465	90 925	95 853	101 753
% increase	4		3.4%	(100.0%)		(2.3%)	(6.3%)	13.0%	5.4%	6.2%
TOTAL MANAGERS AND STAFF	5	58 653	60 499		82 500	80 465	80 465	85 182	89 739	95 272

Mpumalanga: Thembisile Hani(MP315) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 817	2 858	2 983	3 294	3 100	3 294	3 532	3 751	3 972
Pension and UIF Contributions		1 329	1 575	1 740	1 800	2 092	1 800	2 194	2 330	2 467
Medical Aid Contributions		223	239	256	280	401	280	382	406	430
Motor Vehicle Allowance		3 675	3 934	4 023	3 473	4 472	3 473	4 875	5 177	5 482
Cellphone Allowance		840	1 328	1 348	1 495	1 336	1 495	1 336	1 418	1 502
Housing Allowances										
Other benefits and allowances		8 001	7 902	7 981	8 121	9 275	8 121	9 212	9 783	10 360
Sub Total - Councillors		15 885	17 836	18 332	18 463	20 675	18 463	21 529	22 864	24 213
% increase	4		12.3%	2.8%	0.7%	12.0%	(10.7%)	16.6%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		4 112	4 158	3 659	4 472	4 472	4 472	5 613	5 961	6 313
Pension and UIF Contributions										
Medical Aid Contributions			139	633						
Overtime										
Performance Bonus		240								
Motor Vehicle Allowance		624	480	926						
Cellphone Allowance					87	87	87	87	92	98
Housing Allowances										
Other benefits and allowances			69							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 976	4 845	5 218	4 559	4 559	4 559	5 700	6 053	6 411
% increase	4		(2.6%)	7.7%	(12.6%)			25.0%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 415	62 058	65 055	71 887	71 887	71 887	73 887	80 719	86 208
Pension and UIF Contributions		10 240	12 890	13 297	14 974	14 974	14 974	14 940	17 348	18 528
Medical Aid Contributions		2 905	3 860	4 288	5 733	5 733	5 733	6 054	6 609	7 058
Overtime		3 456	3 218	125				187		
Performance Bonus		6 129	4 986							
Motor Vehicle Allowance		2 937	1 964	963	2 074	2 074	2 074	2 885	2 822	3 014
Cellphone Allowance		323	164	445	344	344	344	462	544	581
Housing Allowances		98	86	84	55	55	55	90	82	88
Other benefits and allowances		3 204	1 735	8 413	7 449	7 449	7 449	8 580	9 067	9 684
Payments in lieu of leave		1 219		5 571	265	265	265	450	417	445
Long service awards			990	1 075				578	727	776
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		82 926	91 952	99 316	102 781	102 781	102 781	108 114	118 335	126 381
% increase	4		10.9%	8.0%	3.5%			5.2%	9.5%	6.8%
Total Parent Municipality		103 787	114 633	122 866	125 803	128 016	125 803	135 343	147 252	157 005
% increase	4		10.5%	7.2%	2.4%	1.8%	(1.7%)	7.6%	8.8%	6.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		103 787	114 633	122 866	125 803	128 016	125 803	135 343	147 252	157 005
% increase	4		10.5%	7.2%	2.4%	1.8%	(1.7%)	7.6%	8.8%	6.6%
TOTAL MANAGERS AND STAFF	5	87 902	96 797	104 534	107 341	107 341	107 341	113 814	124 388	132 792

Mpumalanga: Dr J.S. Moroka(MP316) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		11 042	13 248	14 991	11 000	13 335	13 335	13 179	13 970	14 808
Pension and UIF Contributions		1 334	1 415	1 495	1 600	1 600	1 600	1 882	1 995	2 114
Medical Aid Contributions		397	390	468	420	680	680	821	871	923
Motor Vehicle Allowance		3 621	3 904	4 129	4 000	4 124	4 124	5 293	5 611	5 948
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 394	18 957	21 082	17 020	19 739	19 739	21 176	22 447	23 793
% increase	4		15.6%	11.2%	(19.3%)	16.0%		7.3%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 596	2 849	3 679	4 105	5 059	5 059	3 101	3 287	3 484
Pension and UIF Contributions		650	488	704	72	362	362	422	447	474
Medical Aid Contributions					10	115	115	136	144	153
Overtime					30	50	50	30	32	34
Performance Bonus		22	26	77	342	62	62	360	382	404
Motor Vehicle Allowance					630	150	150	167	177	188
Cellphone Allowance					31	20	20	20	22	23
Housing Allowances										
Other benefits and allowances		383	655	552	2	2	2	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 651	4 017	5 010	5 223	5 820	5 820	4 237	4 491	4 760
% increase	4		10.0%	24.7%	4.2%	11.4%		(27.2%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		65 786	75 914	88 338	94 616	103 756	103 756	129 937	137 733	145 997
Pension and UIF Contributions		13 434	16 918	16 967	1 899	23 179	23 179	24 319	25 778	27 325
Medical Aid Contributions		4 066	5 302	6 679	1 212	7 815	7 815	9 131	9 679	10 260
Overtime		3 954	6 926	6 866	1 930	5 918	5 918	8 727	9 251	9 806
Performance Bonus		6 004	6 591	7 981	7 740	8 656	8 656	9 625	10 203	10 815
Motor Vehicle Allowance		1 984	2 027	2 039	1 858	4 124	4 124	3 184	3 375	3 578
Cellphone Allowance		4	106	338	154	642	642	934	990	1 049
Housing Allowances		1 333	1 259	1 517	112	1 169	1 169	1 433	1 519	1 610
Other benefits and allowances		320	3 725	965	2 128	115	115	523	554	858
Payments in lieu of leave		3 988	2 337	2 231						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		100 873	121 105	133 920	111 647	155 374	155 374	187 813	199 081	211 296
% increase	4		20.1%	10.6%	(16.6%)	39.2%		20.9%	6.0%	6.1%
Total Parent Municipality		120 918	144 079	160 013	133 890	180 933	180 933	213 226	226 019	239 850
% increase	4		19.2%	11.1%	(16.3%)	35.1%		17.8%	6.0%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		120 918	144 079	160 013	133 890	180 933	180 933	213 226	226 019	239 850
% increase	4		19.2%	11.1%	(16.3%)	35.1%		17.8%	6.0%	6.1%
TOTAL MANAGERS AND STAFF	5	104 524	125 123	138 931	116 870	161 194	161 194	192 050	203 572	216 056

Mpumalanga: Nkangala(DC31) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 591	6 927	7 695	8 182	7 620	8 182	8 940	9 512	10 121
Pension and UIF Contributions		1 034	1 107	1 202	813	1 570	813	1 265	1 346	1 432
Medical Aid Contributions		200	225	174	73	173	73	185	197	209
Motor Vehicle Allowance		2 593	2 731	3 012	3 203	3 098	3 203	3 400	3 617	3 849
Cellphone Allowance		467	608	608	645	612	645	558	594	632
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		10 885	11 598	12 691	12 915	13 073	12 915	14 348	15 266	16 243
% increase	4		6.6%	9.4%	1.8%	1.2%	(1.2%)	11.1%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		8 319	10 874	15 010	4 603	6 001	4 603	5 927	6 307	6 710
Pension and UIF Contributions		305	312	234	929	668	929	572	609	648
Medical Aid Contributions		190	60	42	175	190	175	123	130	139
Overtime										
Performance Bonus					529	609	529	1 015	1 080	1 149
Motor Vehicle Allowance		786	483	583	600	679	600	608	647	688
Cellphone Allowance					96	110	96	150	160	170
Housing Allowances		22	27	22	20	20	20			
Other benefits and allowances		8	13		62	75	62	112	119	127
Payments in lieu of leave					246	246	246	279	297	315
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 631	11 768	15 891	7 261	8 598	7 261	8 786	9 348	9 947
% increase	4		22.2%	35.0%	(54.3%)	18.4%	(15.5%)	21.0%	6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		36 283	29 110	38 794	57 692	64 562	57 692	69 970	74 448	79 213
Pension and UIF Contributions		4 560	5 629	6 956	10 821	10 408	10 821	465	495	527
Medical Aid Contributions		4 998	6 028	4 653	10 185	6 500	10 185	8 903	9 472	10 079
Overtime					4 360	2 562	4 360	2 248	2 392	2 545
Performance Bonus					4 658	3 978	4 658	6 658	7 084	7 537
Motor Vehicle Allowance		2 683	3 084	4 424	7 069	7 319	7 069	6 799	7 234	7 697
Cellphone Allowance					486	900	486	1 167	1 242	1 321
Housing Allowances		60	61	108	2 017	797	1 934	333	354	376
Other benefits and allowances		236	300	429	641	1 023	641	2 026	2 156	2 294
Payments in lieu of leave					1 795	1 759	1 795	13 168	14 011	14 907
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		48 820	44 213	55 365	99 724	99 806	99 642	111 737	118 888	126 497
% increase	4		(9.4%)	25.2%	80.1%	0.1%	(0.2%)	12.1%	6.4%	6.4%
Total Parent Municipality		69 336	67 579	83 948	119 901	121 476	119 818	134 871	143 503	152 687
% increase	4		(2.5%)	24.2%	42.8%	1.3%	(1.4%)	12.6%	6.4%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 336	67 579	83 948	119 901	121 476	119 818	134 871	143 503	152 687
% increase	4		(2.5%)	24.2%	42.8%	1.3%	(1.4%)	12.6%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	58 451	55 981	71 257	106 986	108 404	106 903	120 523	128 236	136 444

Mpumalanga: Thaba Chweu(MP321) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		6 540	8 204	8 089	6 102	5 062	5 062	6 651	7 250	7 902
Pension and UIF Contributions		636	36	55	205	990	990	1 079	1 176	1 282
Medical Aid Contributions			20	23		118	118			
Motor Vehicle Allowance					1 673			1 824	1 988	2 167
Cellphone Allowance					415	563	563	453	493	538
Housing Allowances						269	269			
Other benefits and allowances						1 766	1 766			
Sub Total - Councillors		7 176	8 259	8 167	8 395	8 768	8 768	10 006	10 907	11 888
% increase	4		15.1%	(1.1%)	2.8%	4.4%		14.1%	9.0%	9.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 355	3 377	2 167	3 101	3 895	3 895	3 381	3 685	4 016
Pension and UIF Contributions		230	915	576	465	240	240	262	285	3 109
Medical Aid Contributions			367	201	153	217	217	167	182	198
Overtime										
Performance Bonus			281	181	236			257	280	305
Motor Vehicle Allowance		334	393	260	419			457	498	543
Cellphone Allowance		17	70	45	67	36	36	73	80	87
Housing Allowances			38		13			14	16	17
Other benefits and allowances		573				675	675			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 508	5 440	3 430	4 454	5 064	5 064	4 610	5 025	8 276
% increase	4		55.1%	(37.0%)	29.9%	13.7%		(9.0%)	9.0%	64.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			74 255	72 356	62 249	62 249	62 249	67 852	73 958	80 614
Pension and UIF Contributions			11 311	13 215	15 235	15 235	15 235	16 606	18 100	19 729
Medical Aid Contributions			3 738	3 571	4 812	4 812	4 812	5 246	5 718	6 232
Overtime					1 743	1 743	1 743	1 900	2 071	2 258
Performance Bonus			3 192	3 583	6 449	6 449	6 449	7 029	7 662	8 352
Motor Vehicle Allowance			4 196	3 830	8 473	8 473	8 473	9 236	9 421	10 269
Cellphone Allowance			782	817	1 593	1 593	1 593	1 737	1 893	2 063
Housing Allowances			352	189	300	300	300	327	356	389
Other benefits and allowances			16	349	2 622	2 622	2 622	2 858	3 115	3 396
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			97 842	97 911	103 477	103 477	103 477	112 790	122 295	133 301
% increase	4			0.1%	5.7%			9.0%	8.4%	9.0%
Total Parent Municipality		10 684	111 542	109 508	116 327	117 309	117 309	127 407	138 227	153 466
% increase	4		944.0%	(1.8%)	6.2%	0.8%		8.6%	8.5%	11.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 684	111 542	109 508	116 327	117 309	117 309	127 407	138 227	153 466
% increase	4		944.0%	(1.8%)	6.2%	0.8%		8.6%	8.5%	11.0%
TOTAL MANAGERS AND STAFF	5	3 508	103 282	101 341	107 931	108 542	108 542	117 401	127 320	141 577

Mpumalanga: Nkomazi(MP324) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 212	11 091	11 995	12 671	12 671	12 671	14 267	15 237	16 273
Pension and UIF Contributions		1 496	1 664	1 720	1 894	1 894	1 894	2 136	2 281	2 436
Medical Aid Contributions		361	454	517	560	560	560	627	669	715
Motor Vehicle Allowance		3 869	4 567	4 705	5 136	5 136	5 136	5 741	6 131	6 548
Cellphone Allowance		853	1 357	1 353	1 429	1 429	1 429	1 529	1 633	1 744
Housing Allowances										
Other benefits and allowances		1	4							
Sub Total - Councillors		16 792	19 137	20 289	21 690	21 690	21 690	24 299	25 951	27 716
% increase	4		14.0%	6.0%	6.9%			12.0%	6.8%	6.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 889	4 762	4 378	4 794	4 794	4 794	5 530	5 894	6 282
Pension and UIF Contributions		714	978	956	1 065	1 065	1 065	1 134	1 208	1 288
Medical Aid Contributions		74	88	110	115	115	115	141	150	160
Overtime										
Performance Bonus		69			399	399	399	461	491	524
Motor Vehicle Allowance		882	695	673	795	795	795	815	869	926
Cellphone Allowance		34						51	55	58
Housing Allowances										
Other benefits and allowances		13	52	49	72	72	72	1	1	1
Payments in lieu of leave		144		193						
Long service awards		889								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 708	6 574	6 359	7 241	7 241	7 241	8 133	8 668	9 238
% increase	4		(2.0%)	(3.3%)	13.9%			12.3%	6.6%	6.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		109 739	139 592	152 347	152 654	153 127	153 127	175 912	187 828	200 686
Pension and UIF Contributions		24 393	29 966	30 903	32 989	33 040	33 040	37 559	40 115	42 875
Medical Aid Contributions		6 797	7 579	13 676	9 590	9 590	9 590	12 092	12 914	13 806
Overtime		20 323	20 306	28 305	13 706	16 568	16 568	16 489	17 611	18 823
Performance Bonus		9 217	10 495	11 519	12 288	12 288	12 288	14 229	15 197	16 243
Motor Vehicle Allowance		8 439	8 872	9 624	10 567	10 567	10 567	12 801	13 673	14 618
Cellphone Allowance		1 135	1 242	1 560	1 718	1 718	1 718	1 962	2 096	2 243
Housing Allowances		1 101	1 107	1 146	1 215	1 215	1 215	1 244	1 329	1 419
Other benefits and allowances		10 879	7 147	2 084	2 421	2 421	2 421	2 741	2 925	3 124
Payments in lieu of leave		1 157	9 831	2 167	1 581	1 581	1 581	1 692	1 807	1 930
Long service awards				3 430	517	517	517	2 451	2 589	2 766
Post-retirement benefit obligations		185	219	241	298	298	298	150	159	168
Sub Total - Other Municipal Staff		193 367	236 355	257 002	239 544	242 929	242 929	279 322	298 242	318 700
% increase	4		22.2%	8.7%	(6.8%)	1.4%		15.0%	6.8%	6.9%
Total Parent Municipality		216 867	262 066	283 650	268 475	271 861	271 861	311 754	332 861	355 654
% increase	4		20.8%	8.2%	(5.3%)	1.3%		14.7%	6.8%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		216 867	262 066	283 650	268 475	271 861	271 861	311 754	332 861	355 654
% increase	4		20.8%	8.2%	(5.3%)	1.3%		14.7%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	200 075	242 929	263 360	246 785	250 170	250 170	287 455	306 910	327 939

Mpumalanga: Bushbuckridge(MP325) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		14 858	17 264	19 606	19 239	21 239	21 239	22 000	23 639	24 821
Pension and UIF Contributions		2 584	2 020	2 801	3 566	3 756	3 756	3 948	4 178	4 387
Medical Aid Contributions		576	400	600	612	372	372	394	414	434
Motor Vehicle Allowance		4 279	4 387	4 756	5 302	5 302	5 302	5 500	5 901	6 196
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		22 297	24 072	27 764	28 718	30 668	30 668	31 841	34 131	35 838
% increase	4		8.0%	15.3%	3.4%	6.8%		3.8%	7.2%	5.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 135			5 088	5 088	5 088	5 393	5 717	6 060
Pension and UIF Contributions		163			292	292	292	310	328	348
Medical Aid Contributions		67			169	169	169	179	189	201
Overtime										
Performance Bonus										
Motor Vehicle Allowance		968			2 079	2 079	2 079	2 203	2 336	2 476
Cellphone Allowance										
Housing Allowances		6			10	10	10	10	11	11
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 339			7 637	7 637	7 637	8 095	8 581	9 096
% increase	4		(100.0%)					6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		131 665	160 367	198 858	195 263	205 263	205 263	219 607	227 383	238 695
Pension and UIF Contributions		25 138	28 398	35 697	38 208	41 208	41 208	42 576	44 702	46 934
Medical Aid Contributions		7 277	8 571	10 039	8 741	11 141	11 141	11 521	12 096	12 699
Overtime		1 957	3 262	2 604	1 760	1 760	1 760	2 300	1 890	1 985
Performance Bonus		18 486	12 380	18 508	17 600	17 600	17 600	18 656	19 589	20 568
Motor Vehicle Allowance		7 187	5 777	6 189	8 041	10 541	10 541	10 797	11 314	11 857
Cellphone Allowance										
Housing Allowances		2 554	2 367	2 269	2 800	2 800	2 800	2 940	3 057	3 179
Other benefits and allowances		21 367	16 028	23 522	26 887	27 487	27 487	25 594	26 874	28 217
Payments in lieu of leave		782			589	789	789	820	853	887
Long service awards					2 500	2 500	2 500	2 900	3 045	3 197
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		216 414	237 150	297 687	302 389	321 089	321 089	337 711	350 803	368 218
% increase	4		9.6%	25.5%	1.6%	6.2%		5.2%	3.9%	5.0%
Total Parent Municipality		242 049	261 222	325 451	338 744	359 394	359 394	377 647	393 515	413 151
% increase	4		7.9%	24.6%	4.1%	6.1%		5.1%	4.2%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		242 049	261 222	325 451	338 744	359 394	359 394	377 647	393 515	413 151
% increase	4		7.9%	24.6%	4.1%	6.1%		5.1%	4.2%	5.0%
TOTAL MANAGERS AND STAFF	5	219 753	237 150	297 687	310 025	328 725	328 725	345 806	359 384	377 313

Mpumalanga: City of Mbombela(MP326) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages								19 098	20 282	21 479
Pension and UIF Contributions								2 866	3 044	3 224
Medical Aid Contributions								564	599	635
Motor Vehicle Allowance								7 095	7 535	7 979
Cellphone Allowance								1 742	1 850	1 959
Housing Allowances										
Other benefits and allowances								92	98	103
Sub Total - Councillors								31 457	33 408	35 379
% increase	4								6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages								5 452	5 833	6 242
Pension and UIF Contributions								1 046	1 119	1 197
Medical Aid Contributions								133	142	152
Overtime										
Performance Bonus										
Motor Vehicle Allowance								862	922	986
Cellphone Allowance								158	169	181
Housing Allowances										
Other benefits and allowances								30	32	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								7 680	8 217	8 793
% increase	4								7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								349 627	374 812	400 668
Pension and UIF Contributions								70 756	75 853	81 086
Medical Aid Contributions								28 405	30 451	32 552
Overtime								40 324	43 227	46 210
Performance Bonus										
Motor Vehicle Allowance								29 148	31 248	33 404
Cellphone Allowance								2 758	2 957	3 161
Housing Allowances								8 252	8 846	9 456
Other benefits and allowances								18 133	19 438	20 780
Payments in lieu of leave								1 663	1 783	1 906
Long service awards								4 775	5 119	5 472
Post-retirement benefit obligations								9 629	10 323	11 035
Sub Total - Other Municipal Staff								563 471	604 056	645 728
% increase	4								7.2%	6.9%
Total Parent Municipality								602 608	645 681	689 899
% increase	4								7.1%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								602 608	645 681	689 899
% increase	4								7.1%	6.8%
TOTAL MANAGERS AND STAFF	5							571 151	612 274	654 520

Mpumalanga: Ehlhlanzeni(DC32) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 893	10 811	11 593	9 707	9 707	9 707	10 090	10 675	11 295
Pension and UIF Contributions		814	337	363	939	939	939	998	1 056	1 118
Medical Aid Contributions		144			157	157	157	168	178	188
Motor Vehicle Allowance		2 459	1 475	1 696	3 071	3 071	3 071	3 286	3 477	3 678
Cellphone Allowance		407			500	500	500	535	566	599
Housing Allowances		78	30		225	225	225	241	255	269
Other benefits and allowances								533	564	597
Sub Total - Councillors		11 795	12 653	13 652	14 599	14 599	14 599	15 851	16 771	17 743
% increase	4		7.3%	7.9%	6.9%			8.6%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 200	5 342	5 154	6 397	6 397	6 397	6 065	6 429	6 815
Pension and UIF Contributions		946	1 203	1 336	581	581	581	599	6 350	6 731
Medical Aid Contributions					309	309	309	279	296	314
Overtime										
Performance Bonus		422	565	713	848	848	848	785	832	882
Motor Vehicle Allowance		1 674	1 601	2 022	1 333	1 333	1 333	2 268	2 404	2 548
Cellphone Allowance										
Housing Allowances					86	86	86	78	83	88
Other benefits and allowances			220	176	12	12	12	16	17	18
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 242	8 930	9 401	9 566	9 566	9 566	10 090	16 410	17 396
% increase	4		8.3%	5.3%	1.8%			5.5%	62.6%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		42 132	37 921	46 767	51 058	51 246	50 003	54 681	57 840	61 182
Pension and UIF Contributions		8 622	8 261	12 411	10 524	10 391	11 146	12 030	7 012	7 405
Medical Aid Contributions		3 232	3 416		6 400	6 400	6 091	6 545	6 925	7 326
Overtime		610	634	467	828	828	828	814	862	912
Performance Bonus		2 857	3 134	4 439	4 985	4 985	4 985	4 413	4 668	4 937
Motor Vehicle Allowance		10 522	9 470	11 926	10 170	9 749	10 438	11 930	12 617	13 344
Cellphone Allowance										
Housing Allowances		378	355	373	1 230	1 230	1 144	1 216	1 287	1 361
Other benefits and allowances		998	838	1 382	1 302	1 345	1 509	1 633	1 656	1 751
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		69 351	64 029	77 765	86 498	86 174	86 144	93 263	92 865	98 217
% increase	4		(7.7%)	21.5%	11.2%	(0.4%)		8.3%	(0.4%)	5.8%
Total Parent Municipality		89 388	85 611	100 818	110 663	110 339	110 309	119 204	126 046	133 356
% increase	4		(4.2%)	17.8%	9.8%	(0.3%)		8.1%	5.7%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		89 388	85 611	100 818	110 663	110 339	110 309	119 204	126 046	133 356
% increase	4		(4.2%)	17.8%	9.8%	(0.3%)		8.1%	5.7%	5.8%
TOTAL MANAGERS AND STAFF	5	77 593	72 958	87 166	96 064	95 741	95 710	103 354	109 276	115 613